

Live Foxconn

5

**X-DAY:
When Foxconn fulfils
wishes and dreams**

11

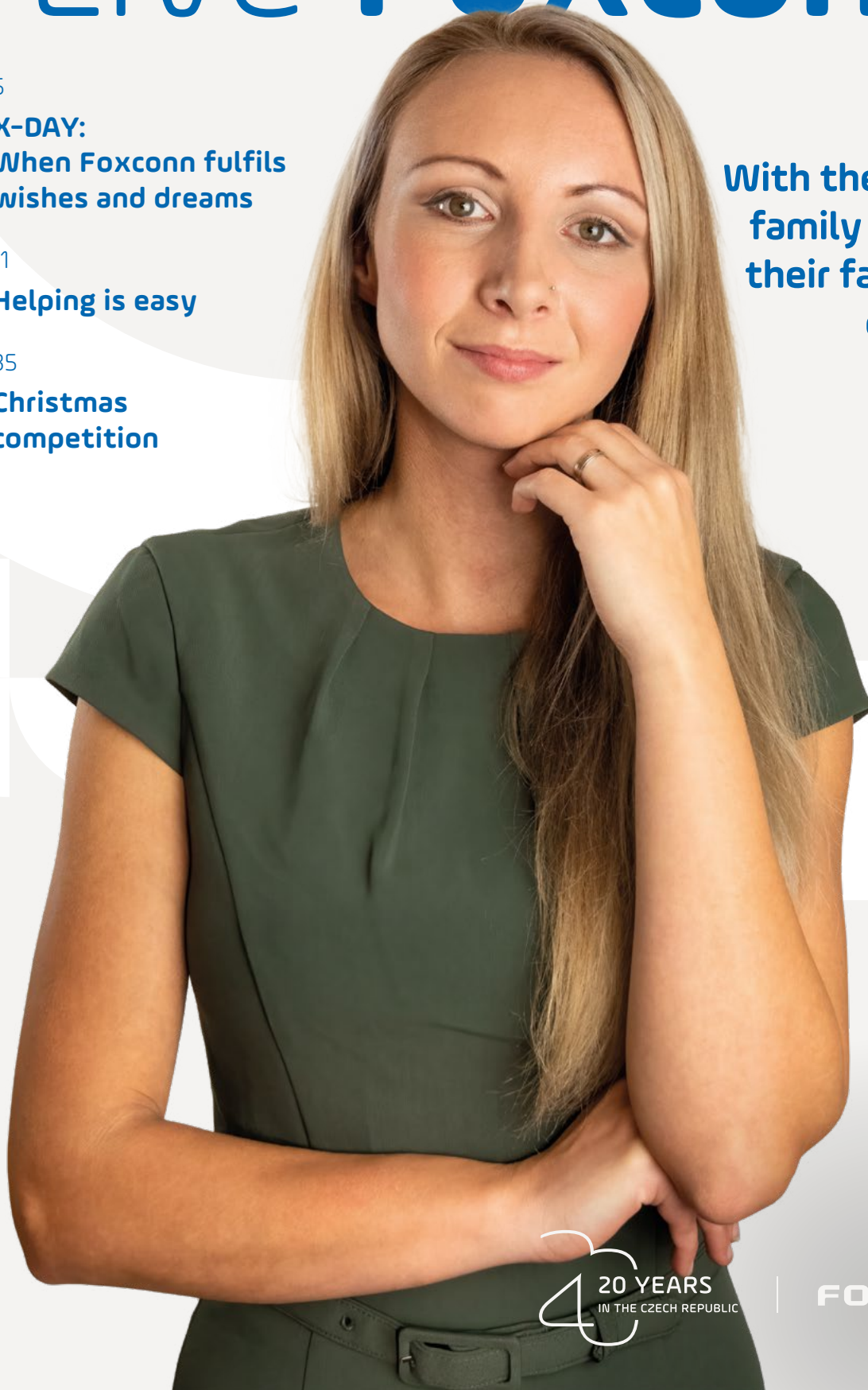
Helping is easy

35

**Christmas
competition**

**With the Šváb
family about
their farming
dream**

12





Lenka
Brychtová

Editor-in-Chief

Dear Colleagues,

2020 is almost over. It was challenging in many ways – for individuals, for Foxconn, and for the world as a whole.

Each of us had to face some difficulties associated with the Covid-19 pandemic, whether it was the disease itself or overcoming many of the government restrictions we had to comply with during the year. In the year of celebrating its 20 years of operation in the Czech Republic, Foxconn experienced the most demanding period in its history, when we had to ensure the protection of your health due to many hygienic measures and keep orders and production running. The Czech Republic, as well as the rest of the world, is dealing with consequences of this virus having the size of several tens of nanometres. Thus, the year 2020 will go down to history forever.

Although the coronavirus will certainly accompany us in the years to come, let's wish the New Year to be more peaceful and to bring us a return to normal life.

The issue of our magazine that you are reading at the moment is the last one in this year. From the next issue, you can look forward to improving its graphics and content. We have prepared lots of changes for you. And we are coming up with one novelty now. Our magazine boasts the title “safe printed matter” thanks to a special antimicrobial coating containing nano-silver which destroys viruses and bacteria.

I wish you pleasant and safe reading!

Content

- 6–7 X-DAY: Finalists from the Pardubice Region
- 8–9 X-DAY: Finalists from the Kutná Hora Region
- 15 How to work safely from home
- 18–20 Satisfaction Survey: A little bit of balancing
- 22–24 Keeping up with Foxconn divisions
- 26–27 Get to know me
- 30–31 Adventure accommodation in the Czech Republic
- 32–33 How to enjoy Christmas in peace (and better)!

Read safely

The magazine you are holding in your hand is different. Because your health is our number 1 priority, from this issue onwards, all copies of Live Foxconn will be provided with a special antimicrobial varnish containing nano-silver. Why have we decided to take this step? The nanoparticles contained in the varnish can easily and quickly destroy absolutely all viruses and bacteria that stick to it. Thus, the germs of Covid-19 disease as well. This ability is permanent - the varnish cannot be damaged by anything and its antibacterial abilities do not change over time. At the same time, it is not harmful to health.

This means that our magazine is a safe publication that you do not have to be afraid to take in hand.

Text: **COT media**

Work anniversary celebration

In 2020 we had the highest number of employees celebrating 5, 10, 15, or even 20 years with Foxconn. In total around 700 of you were celebrating! And since every celebration includes gifts, this time we have prepared something for you that will please every "gourmet". Enjoy something delicious at home and recall the wonderful and certainly challenging moments you have experienced at Foxconn. And allow us to add wishes - we wish all our celebrating colleagues a lot of health and strength, a lot of work success and at least the same number of following years with the Foxconn family! And the rest of you should not be sad, you will definitely celebrate your anniversary soon. We are looking forward to more celebrating colleagues and we believe that the year 2021 will allow us to organize some joint event as well!

Text: **Pavína Šprachtová, HRBP Lead**



HR was also celebrating - our colleague Jitka Chudobová celebrated her 5th anniversary. And she really enjoyed it, even under the masks you can see the smiles of her colleagues from the Recruitment team.

Cleaning machines in action

Cleaning services in Foxconn will be provided by the Czech company MW-DIAS that won the tender by offering state of the art technologies.

It will ensure complete cleaning services for buildings, maintenance of green areas, outdoor cleaning, and waste collection. "Cleaning in Foxconn will become a showcase of quality and technological progress. I think that you will not find more modern technologies anywhere in the Czech Republic than the ones we will deploy in Pardubice and Kutná Hora," said the Project Director of MW-DIAS René Pitelka. Newly you will be able to see in our premises, for example,



HAKO Scrubmaster B3

the Scrubmaster B3 washing machine in action which is designed to clean even hard-to-reach areas perfectly. Steam cleaning will be ensured by a professional cleaner with a pressure of 10 bar Prosteam 9 6000. The SkyVac INDUSTRIAL vacuum cleaner enables professional cleaning of places up to a height of 12 m above the surface. And highly efficient, economic and ecological cleaning will be performed by the revolutionary Spyre laser which cleans surfaces with laser pulses instead of rotating brushes or jets of water. The most revolutionary new technology that MW-DIAS will use in our company is the Tretus software solution. It provides electronic records of cleaning, puts down and maps the activity of employees, using NFC chips allows online control of cleaning, etc.

Text: **Pavel Bartíza, Facility Management Supervisor**

Scrubmaster B175R



Are we a good neighbour?

Our goal towards the communities where we operate is clear - we want to be a good neighbour. Are we successful in doing this?



This year, for the sixth time in a row, Foxconn has been announced the **Best Employer in the Pardubice Region** in the category of companies employing 500–5,000 employees in the prestigious competition called Sodexo Employer of the Year competition. The purpose of this competition is to highlight socially responsible companies with excellent approach to employees, not only nationwide, but also in individual regions. A recognized methodology from the company of PricewaterhouseCoopers ČR is used for the evaluation and it focuses on 14 indicators, such as wage costs, education costs and number of training hours, rate of internal promotions and internal transfers, financial and time

investments in charity and the local community, number of days of absence, profit or the ratio of total remuneration costs to revenues and expenses. We would like to thank all our employees without whom we would not be able to achieve this excellent result.

During the fight against the coronavirus pandemic we have been providing financial, material and physical support in many places. We have decided to share our support of the Pardubice and Kutná Hora communities in two competitions. One of them was **TOP Responsible Company Helping the Community**, which is a unique independent rating of a responsible and

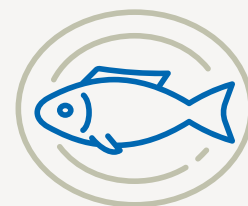
sustainable approach to business created by the alliance of Business for Society. Within the regional announcement of the Employer of the Region, the **Competition for the Best HR Project** took place where Lucie Frydrychová from the PR and Communication department presented our project called “Foxconn - a Good Neighbour”. Our help to communities as well as the presentation itself was admired by other representatives of employers in the Pardubice and Hradec Králové regions. Thus, once again we had an opportunity to inspire other companies how to be a good neighbour.

Text: **Radka Svobodová, Compliance Manager**

Enjoy our Christmas menu again

In Foxconn we have prepared for you a special Christmas menu from the 14th to 18th of December again. For lunch or dinner, each employee can enjoy one soup, a main course, a dessert, and a drink for free. The selection is wide and among the standard dishes you can find also a Christmas specialty. This year's novelty is electronic readers which will take care of the registration of meals served without the need to print paper

coupons. The process will be quicker and more efficient in this way. Throughout the week, the canteen will be decorated with beautiful red live flowers - poinsettias which are an integral part of this festive period. Our employees can take the flowers home on 18th December and decorate their Christmas table with them, for example. In addition to the classic Christmas menu in the canteen, Foxconn has prepared an alternative for



employees who work in the home office mode. That was the opportunity to have your lunch taken to your home.

Text: **Pavlna Matějková, PR and Communication**

X-DAY: When Foxconn fulfils wishes and dreams

Kutná Hora and Pardubice – here we are at home and here we help. Both regions have one Foxconn’s goal in common – to help where it is needed and to those who really deserve it. That is why the X-DAY charity competition was created which proves that Foxconn thinks of everyone – its employees, individuals from the public, charities and other organizations. It gives everyone the opportunity to fulfil their dreams and needs.

“For the first time the X-DAY charity competition was launched by Foxconn in 2018. Since then, more than 250 participants have signed up to this competition with a variety of ideas for help in many categories. Thanks to Foxconn approximately 50 projects in both regions have received financial support in the total amount of almost CZK 1 million so far,” said our company’s PR and Communication Manager Pavel Kožený.

And even in difficult times, which 2020 undoubtedly is, the project is not over. Foxconn became even more aware of the need for help during the pandemic and again gave a helping hand through X-DAY. In one month, a record number of 85 applicants entered the competition, which only proves that X-DAY has found a stable place among the charitable events of

both regions in the three years of its existence.

An internal jury composed of employees from Kutná Hora and Pardubice sites selected 20 projects for the traditional finals. “Although the originally planned autumn date of the finals did not work out due to government measures, its participants will experience it at the beginning of 2021,” specified the schedule of the competition Pavel Kožený and added: “And the expert jury will not have an easy task at all. They will have the future of twenty projects in their hands among which they will distribute CZK 400,000.”

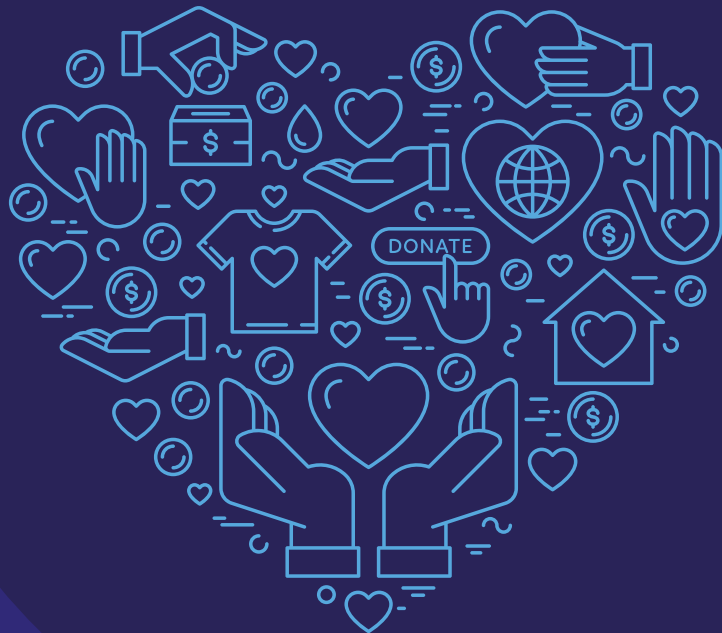
Who will participate in the expert jury this time? Deputy Mayor of Pardubice Jakub Rychtecký, Coordinator and Fundraiser of the KONEP Philanthropy Fair project in Pardubice Tereza

Peřínová, the winner of Miss Czech Republic 2019 Nikola Kokyová, Tax Advisor Kateřina Dacžická, and PR and Communication Manager of Foxconn Pavel Kožený.

Based on the applicants’ presentations, the jury will decide whether to provide the project with the requested amount in full or to support it with at least a smaller amount. In both cases, however, it is clear that the money will go where it is needed – to charities, individuals in need, to support cultural events and urban space, or to beneficial activities of our employees who dedicate their free time to them.

What projects got to the finals? Learn more about them on the following pages. ■

Text: **Jakub Skyva**, PR and Communication





X-DAY: Finalists from the Pardubice Region

Text: Jakub Skyva, PR and Communication



Fairytale Garden

Šumák

In the Fairytale Garden children from socially disadvantaged families meet mostly abandoned and maltreated animals. Children become volunteers, work becomes more fun and an important and joint way of meeting. However, running such a garden is expensive – for example one goat eats 10 kg of grass in a single day. Thus, Foxconn can help with financing it.

Water Sports for Children with Disabilities

Early Care Centre in Pardubice

What we usually take for granted is often not so easy for the disabled. The Early Care Centre in Pardubice tries to provide activities and experiences for children with disabilities.

It is currently creating a water sports program for them.



Hi-Tec Ambulance for Your Brain

CEDR Pardubice

The clients of this facility used to be ordinary people: they went to work, gardened, travelled... But then they suffered a stroke that changed everything. Demanded aids can help them re-acquire ordinary activities of everyday life such as signing, walking up the stairs, and other.

I Want to Come without Help

KŘIŽOVATKA Handicap Centre

Gravel roads are a major obstacle for disabled people in wheelchairs. It is even a bigger problem when they are located directly at their destination - in front of the handicap centre. In addition, gravel surfaces are harmful to wheelchairs and other aids. Therefore, this project aims at creating paved parking spaces and an access road to the handicap centre.





Audiometer for Testing Hearing

Centre for Children's Hearing Tamtam

The Pardubice organization has been operating for 30 years and continuously has been providing the necessary care for deaf children and their parents. An important tool for the centre's operation is an audiometer which is necessary mainly for the examination of children with hearing loss during measurements in hospitals.

New Chances for Abandoned and Maltreated Dogs

Irena Augulisová and Andrea Vágnerová

Animals cannot help themselves. That is why the Heaven Ranch has been created - it deals with dogs in need. It saves them from unsatisfactory conditions and searches for their new homes. By saving one animal, we cannot change the world, but we can change the animal's world forever. This asylum operates from contributions from voluntary donors - let's contribute to it for veterinary care.



Thanks to Electric Scooters PÉDÉZet We Can Reach Our Clients Immediately

Mental Health Care Centre

Electric scooters are a hit. Not only for its environmental friendliness or storage, but above all for the possibility of fast transport without unnecessary waiting in the traffic jam. This is exactly what the Mental Health Care Centre wants to take advantage of. Thanks to scooters, they will reach their clients almost immediately.

Rescue Marathon

Ivana Lišková

Rescue Marathon participants already know how to provide first aid. The aim of this race is to show rescue in practice, strengthen relationships and, above all, gain the skill of establishing cooperation between various teams of rescuers, police officers, or firefighters. Approximately 300 members of the rescue cross will meet at this event, thus making it one of the largest amateur drills in our country.



Thanks to Football to Children

Thanks to Football

The aim of this project is to motivate children to sports and team play. The football tournament will be attended by 32 teams, including professional players from AC Sparta Prague. The uniqueness of this event lies primarily in the involvement of children from a children's home or socially disadvantaged families.

Alphabet of Exercise

Forest Club Zeměkus

Exercise is a basic condition for healthy physical and mental development for children. These days, however, children often do not have enough of it. The purpose of this project is to build a playground with rope elements. It will include rope ladders, a rope bridge, a slackline with a supporting rope and handles, a climbing net, or rope swings.





X-DAY: Finalists from the Kutná Hora Region

Text: Jakub Skyva, PR and Communication



I Know How I Can Save Your Life

Regional Charity Kutná Hora

After completing this long-term course, children from socially disadvantaged families who come to the Maják centre in Kutná Hora will know how to save someone's life. The lecturers aim at not only passing on theoretical knowledge but also teaching children how to evaluate situations correctly and how to be able to help others.

Modernization

Radek Kršňák

In autumn fishing out ponds became the main pastime of professional fishermen throughout the Czech Republic. However, as a result of the coronavirus, the operation of the Amateur Club of Fishing in Kutná Hora stopped. In order to continue the educational activities of the club, Radek Kršňák asked for the purchase of computer and audio-visual equipment to ensure distance learning of lecturers and the club members.



Sweet Illusion in Kostka

Life Journey without Barriers

For some people cooking is a stereotype, for others it is joy or relaxation. For women and children in Kostka it will be a social event. Kostka (the Cube) is a space for rehabilitation and rest for families with handicapped children. However, the building lacks an equipped kitchen that could be used for joint cooking or baking. Thanks to it, families would have the opportunity to spend time creatively and meet each other while sharing their joys and worries.



Painting and Drawing Courses for Seniors

Tereza Vrátilová

Painting and drawing courses have become popular with seniors. Participants often sign up for them repeatedly as they are an important source of joy and self-realization for them. During this course they will not only gain knowledge of new drawing and painting techniques but they also make new friends.



Youth to the Elderly

Daniel Berka

The pandemic thwarted plans for the operators of the local bistro which celebrated only a year of its existence. As part of the cultural program for younger people, they wanted to organize a concert of brass band, invite also seniors to the gallery gardens, and thus create a fantastic intergenerational connection. But they spent all their money rescuing the bistro, so they have no money left for the concert.

Family Farm Needs Facilities

Michaela Švábová and Martin Šváb

It is said that the most beautiful view of the world is from a horse saddle. Michaela Švábová, who is the leading person of the Riding Stable in the village of Brambory, knows a lot about this. She would like to equip this area with a new cottage and a playground for sleeping and having fun with the youngest participants during camps or weekend programs.



Town=Gallery 2021

Martin Starý

Graffiti is not just vandalism. When used properly, they can become a new part of urban space. Within a few recent years a number of works of art have been created in Kutná Hora. Grey transformer stations became colourful and ordinary facade walls completely unusual. Are you looking forward to see what objects will pass through the hands of artists in the following year?

Kinder Cup

Václav Rejna

The Floorball Club in Kutná Hora is a local sports leader. One of the coaches, Václav Rejna, would like to organize a unique floorball tournament for all youth categories where players will compete with rivals from Prague, Mladá Boleslav, or Pardubice. The Kinder Cup event could be attended by 250 young players.



Trailer for SDH Malín

Milan Navrátil

The education of young rescuers is important. Thanks to the obtained funds, the operation of the Interest Association of Young Volunteer Firefighters in Malín could be improved. The purchase of a trailer would then eliminate the problems of transporting equipment and material to competitions and training camps.

Rag Day in Kutná Hora

Šimon Zeman

The history of rag days dates back to ancient history. Although the concept has changed, the most important thing has remained: it has always been a celebration. The students of the local grammar school are at the birth of the 1st year and a number of big tasks await them - when they meet and have fun at the event, they will have completed hours and hours of preparation. But they will also gain important life experience.



Dedicate your day to others

Did you know that every year on the 5th December we commemorate International Volunteer Day? This festive day announced by the United Nations serves to highlight the importance of volunteering for our society.

What is volunteering?

It is an activity carried out for the benefit of others without claiming any financial reward. It is often carried out in the form of a one-off or long-term involvement in some activities of a non-profit organization. But many people also help less formally. We talk about volunteering even when we selflessly and voluntarily dedicate or donate something to others - it can be financial or material help, time, or effort. There are many reasons for volunteering - we want to help others and change the world for the better, pass on our experience, try something new, help in a natural disaster, alleviate human suffering... And it's worth your involvement, don't you think?

Change is coming

As a socially responsible company we have decided to map out this area and design our company volunteering

policy that will promote this meritorious activity among our employees. Therefore, we are pleased to inform you that our new volunteering policy will be kicked off on 1st January 2021. Thanks to it our employees will be entitled to dedicate one day in a calendar year to charitable activities of their choice. The so-called "Help Day" will be paid by our company and we will be happy to assist you when choosing the form of your help or a suitable organization. In each quarter Foxconn will support at least two charitable events which will be promoted internally. Detailed information about this policy can be found at Foxportal in the Compliance section where we will keep you informed about all planned events. If you have any questions, please contact Václav Koráb who will coordinate our volunteering activities.

Your ambassadors

In order to engage our colleagues in the selection of events, the Volunteering Committee has been designated to prepare the list of events that we will support as a company in the given year. At the same time, all divisions are represented in the committee, so you can contact your "ambassadors" with any suggestions for events or how to improve our volunteering policy. We will be very grateful for your feedback. And who has been nominated from individual divisions thanks to their previous engagement in volunteering activities? Kutná Hora is represented by Evě Dorazilová (HR), Iva Urbanová (SCM), and Jakub Skyva (PR). Jiří Papakiriakos (Cisco Operations) and Dita Erbenová (SCM) represent G Group. D Group has nominated Adam Kubíček (PMO) and Petra Šmerdová (EHS). ■

Text: **Radka Svobodová, Compliance Manager**

What events have we decided to support in 2021?

Č.	Name of the event	Month	Place
1	Three Kings Collection	January	Pardubice, Kutná Hora
2	Let's Clean the Czech Republic	March	Pardubice, Kutná Hora
3	World Health Day	April	Pardubice, Kutná Hora
4	Earth Day	April	Pardubice
5	Abilympics	May	Pardubice
6	Let's Make Our Neighbourhood Nicer	June	Kutná Hora
7	Children and Horses	July - August	Kutná Hora
8	Playful Afternoon at the Apolenka Farm	September	Pardubice
9	Movember	November	Pardubice, Kutná Hora
10	Children's Home in Pardubice	December	Pardubice
11	Home Barbora	December	Kutná Hora

Helping is easy

It is wonderful about volunteering that practically everyone can find something in it. What volunteering activities do Foxconn employees do in their leisure time? Get inspired by their stories ...

Irena Augulisová

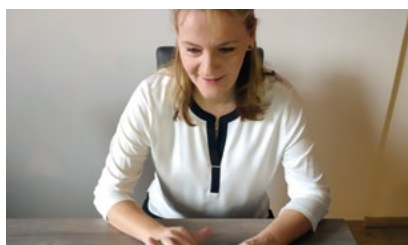
PMO Manager



In 2019 I passed the canis therapy exams with my female dog Grace and decided to do canis therapy for seniors. I applied as a volunteer in the Home at Biříčka in Hradec Králové where we came once a month as a certified therapeutic team. Grace was able to please and entertain the residents of the home. Unfortunately, we had to interrupt our favourite activity for a while due to the Covid-19 disease. But I hope that we can return to it soon.

Radka Svobodová

Compliance Manager



In September 2019 I had the opportunity to become involved in teaching the Czech language in the organization Most pro which helps foreign children in their integration and the communication barrier elimination. As almost 80% of these children have at least one of their parents in Foxconn, the choice was easy for me. Together we have been spending an hour per week and

currently we are using distance learning. I am really excited that two more colleagues have joined me since September this year to help promote the positive image of our company.

Pavel Šálek

Order Management Supervisor



With a three-member team of Foxconn employees I participated again in the Perníková 24 charity cycling race this year. And we definitely achieved good results in the competition of 144 competitors. All participants rode a total of 27,946 km in 24 hours, thus obtaining the amount of CZK 59,040 which will be used to purchase a special bike for Tereza Vargová from TJ Košumberk. Our Four Wheelers company team consisting of Pavel Šálek, Jan Truhlář, and Radek Bartoň, won the 3rd place in our category and, with 830.7 km, also reached the 4th place in absolute ranking. I hope that more Foxconn employees will take part next year and that we will be able to announce our internal category as well!

Peter Čunderlík

IT Support Supervisor

Our ICT department decided to help children from the Children's Home in Holice by getting all desktop computers into service. We reconfigured them, installed OpenOffice in them, and tuned the network infrastructure. Children can now have the Internet on their mobile



phones without affecting the network in any way. We know that Foxconn helps the regional communities. That is why we wanted to contribute with this good deed and show everyone again that our company is a good neighbour. We spent seven hours in this home and it was definitely worth the good feeling and smiles on the children's faces.

Michael Zajíc

Telecommunication Engineer



I got engaged in volunteering more or less by accident 13 years ago when I started spending my free time with members of Junák in Pardubice. Later I met the Regional Charity of Pardubice and the Coalition of NGOs in the Pardubice Region (KONEP) who look for volunteers for public events. Thanks to them I have helped, for example, at the Charity Ball, during the Earth Day, at a Christmas Party with giving out presents in Apolenka, or during Pardubická 24. I like being in contact with the public, spending pleasant time and the fact that I can contribute with what I am good at. Therefore, I am glad that Foxconn supported the launch of the dobrokraj.cz website which aims at connecting the demand for volunteering help with volunteers in the region. ■

Text: Lenka Brychtová, PR and Communication



**With Michaela Švábová
and Martin Šváb about
their farming dream**



Not only modern technology is born in Foxconn but also interesting life stories of its employees. Thanks to our company the life paths of Michaela Švábová and Martin Šváb intersected nine years ago. This nice couple works in our Kutná Hora site and they are known for their love for nature and animals. Maybe even your children spent some time with horses on their family farm in the village of Brambory.

What do you like most about working for Foxconn?

Michaela: Definitely work with people. At the same time, however, it is a challenge that is constantly moving us forward. Every day we experience something new and we try to solve new situations correctly. Another thing I appreciate about Foxconn is that it gives people opportunities for professional growth and encourages them to work on themselves.

Martin: I fully agree with that. Working with people is the hardest thing but at the same time I enjoy it most. In addition to permanent employees we also have agency workers, often foreigners, which brings various and sometimes funny situations. We are never bored at work...

Do you have time for any hobbies?

Michaela: I devote my time to dog sports, specifically exhibitions. This is something I got into the swing of and I really miss it a lot during the pandemic. I like the contact with like-minded people and the travelling connected with it. Thanks to exhibitions we have travelled a large part of the world. And because we have beagles, we both marginally devote ourselves to hunting.

Martin: In addition, I enjoy all sports, I actively play football but I also enjoy fishing and mushroom picking. However, hobbies other than football have had to go a bit aside lately as both of us are busy working on the house and our small farm.

How did you get to farming and especially to the horses you breed here?

Michaela: I grew up on a farm where, in addition to other animals, we also had a pony.

And I also specialized in horses while studying. Then, after joining Foxconn, I completely changed my field but after a few years I returned to horses – although after going the long way round. I had a relatively serious injury which could have caused that I even might not be able to walk anymore, let alone ride a horse. But then my husband took me into the car and drove me to a stable where together with my best friend he put me on a horse and I quickly found out that I couldn't be without it. That was a big impulse to start rehabilitating. And also to buy our own horse. I grew up in it and my husband has just adapted (she is laughing)...

Martin: Our own stable was Miša's dream and I wanted to help her make this dream come true. So when we were looking for housing, our choice was subordinate to this dream. After two years of searching, we finally ended up here in Brambory.

How long did it take you to build the farm?

Michaela: It took five years. And working for Foxconn proved to be an advantage. Martin works in shifts and thanks to that he always has three days off which he can dedicate to our house and our farm. I only have morning shifts and then I change into a farmer every afternoon... My husband got training in joinery, so most of what you can see around has been made by himself. When we were at a loss, our friends helped us.

As far as I know, you have not been building your farm and the stable just for your pleasure...

Michaela: Originally we had planned the stable to be just for us but by coincidence



everything developed a little differently. The fact that we have horses spread very quickly not only around us, but also among our colleagues. It didn't take long and there was hardly a day when someone did not show up here who wanted to stroke our horses. This led us to the idea of doing something for children, such as a weekend stay, during which they would learn how to take care of horses. After all, we have children here almost daily. In the end, we decided on a two-week summer stay for children of our colleagues from Foxconn or from our village, which we realized for the first time this summer. Interest was huge, and what pleased me most, was also their big satisfaction. Both children and parents appreciated, among other things, the home environment and the fact that we are always fully committed to children.

Martin: The children spent pleasant two weeks in nature with us during which they were not only with horses, but they also played with dogs, experienced painting on T-shirts, and

many other activities. For many of them it was an adventure as they slept under a tent for the first time in their lives. And we also enjoyed it so much that we want to continue in it.

It is no secret that you and your farm made it to the X-Day finals. How would you use possible winnings?

Michaela: I mainly wanted the employer to notice the leisure activities that we do for children of our employees. And if we succeed in the finals, we will invest the money in building a multifunctional playground so that children have even more enjoyment opportunities. We also want to build a garden cottage where children could hide in case of bad

weather, or even sleep there. We will do it anyway but if Martin does not have to build something himself at least once thanks to the possible winnings, it would be an expression of thanks and a reward for him.

What are your plans with the farm in the future?

My dream is a herd of fallow deer running on the forest land which also belongs to us. Maybe we will have a goat and a cow and at least four happy horses. And most importantly, you will be able to meet a lot of enthusiastic children who will be happy to come to us... ■

Michaela joined the company after graduating in 2011 as a trainer. After a longer break due to injury she returned to Foxconn five years ago. As a senior supervisor she is responsible for a team of 250 employees and is in charge of export logistics and a smaller production.

Martin has been working in Foxconn for 10 years. From a warehouse operator he worked his way up to the position of a shift supervisor managing a team of 80 people.

How to work from home safely

Due to the current situation, a significant number of employees had to move from offices to the home environment. However, working from the comfort of home creates new risks in terms of cyber security.

The origin of these risks lies primarily in the different level of security of the home network which usually does not meet the security standards of a corporate network. Therefore, every employee should follow a brief overview of recommendations and advice we have prepared when working from home:



1. Familiarize yourself with our company regulations, principles, and procedures. Make sure you understand your company equipment and know who to contact in case of any urgent problem.
2. Protect company equipment and the environment in which you work. Prevent your roommates or family members from accessing your work equipment. When leaving, make sure they are locked or turned off and always keep them in a safe place to prevent any loss, damage, or theft. Be careful not to have someone looking over your shoulder when entering a password.
3. Make sure your home Wi-Fi network is adequately protected and no unwanted people can access it. Have passwords strong enough to connect to both your home Wi-Fi network and your router. Also update the router firmware regularly.
4. Use secure remote access. To work with corporate data, connect to the corporate network only through the designated VPN network. If you are connecting from

a network other than your home network (such as a café or hotel), make sure you have connected to a secure and trusted network. The detailed description is defined by the company procedure ZG00-0483.

5. Stay alert. The number of phishing attacks is increasing sharply. Beware of any suspicious activities and requests. Do not click on links or attachments received in unsolicited emails and text messages. Never reply to messages with personal or financial information.
6. Separate work from leisure activities. For work use only equipment provided by the company and do not use it for personal purposes. Use strong passwords (and a trusted password manager), do not write them down and be careful when entering them.

7. Keep in touch with colleagues. Virtual meetings or chats for discussions with colleagues help to communicate more effectively. You can also resolve issues during a phone call faster than through lengthy writing emails.

HOW TO WORK EFFICIENTLY:

Identify a place for work that will help you separate work and home - nothing will disturb you and you will find the work easier. Get out of bed and change your clothes. Establish your regular working hours and create your work order. Also take regular breaks - they improve your attention and maintain a bright mind.

And if you have a problem, feel free to contact Cyber Security department by email at CIRT@emea.foxconn.com. ■

Text: Ondřej Filip, Cyber Security Team

New safety frames in Pardubice

As you may have noticed, we have completed the installation of new safety frames at the HP manufacturing site recently. It is the next step in the automation and innovation processes that we are working on intensively at Foxconn. Moreover, these frames are a novelty not only in our company but also throughout the whole country.



In addition to the Pardubice production, we have automatic safety frames installed in most external warehouses in Pardubice and Kutná Hora. What do they consist of? A turnstile, a detection frame, and the necessary equipment, which is used, if needed, for communication between an employee and a supervising security officer. The frame is connected to the turnstile electronically using an access system that is fenced in such a way to maintain discretion and at the same time it is impossible to pass anything through it. The whole area is monitored by cameras, so if necessary, a security guard can assist an employee going through the security frame. With a smooth passage, the movement is not monitored in any way and everything takes place without any security supervision.



How the frame works

After logging in with your card, you pass through the detection frame as required by the control at the exit and, in the case of negative detection you leave the area through the turnstile. If the frame signals the presence of metal, the turnstile is blocked and you

must return. After removing the metal parts, the passage can be repeated again and this time it will be successful. Compared to inspection with a hand-held detector, this new inspection process is significantly accelerated if the applicable rules are observed. The system can be applied not only for leaving but also entering the guarded areas. In this respect, the frame is fully variable and the connection to the fire system is a matter of course.

Following the regulation

An important condition of the whole system to function smoothly is the cooperation of our employees. For more than 15 years the internal regulation of the so-called metal-free regime has been in place here where employees are obliged to enter production without unnecessary metal objects, including clothing. All work tools and protective equipment are available from the employer and the rest is up to them.

Currently great emphasis is placed on internal security. It must meet requirements not only of the increasingly frequent security audits but also of ever-tightening requirements. The aim is, of course, to comply with these requirements as much as possible. On the other hand, we try to apply them in such a way that they are in accordance with the legislation and, most importantly, they are as least annoying as possible for our employees.

Text: **Petr Anton, Europe Security Manager pro Foxconn Europe**

Technical education is "trendy"



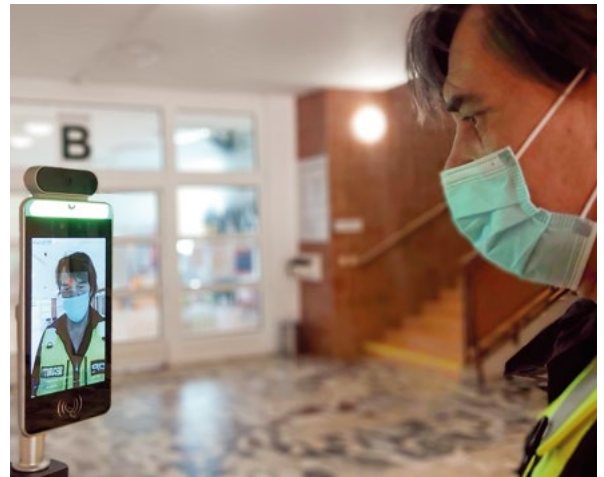
Foxconn recognizes the importance of supporting technical education. Our partnership and intensive cooperation with schools in the regions in which we operate is proof of this. In order to make important but often neglected education more attractive for primary school pupils, Foxconn has offered a helping hand to the partner school of VOŠ, SPŠ and OA in Čáslav. A team has been created consisting of our graphic designer Michal Cetkovský from the Engineering department who is the author of many graphic materials and visualizations at Foxconn, as well as specialists from our PR and Communication department who are experts in communication with an overlap in marketing. The school management then set up a team of active professors. What is the first result of our teamwork together? A modern logo and a presentation system by which the school will present itself at trade fairs and exchanges. ■

Text: **Jakub Skyva, PR and Communication**

Measuring temperature will be easier

Thanks to the financial help of Foxconn branch in Kutná Hora, the Barbora Home in Kutná Hora acquired a special thermal display system for measuring the temperature of all visitors to the complex. "The Barbora Home in Kutná Hora would like to thank the management of Foxconn in Kutná Hora for their helpful behaviour and subsequent support in financing a special thermal display system which is currently key to the safe operation of our facility," said Jana Juklová, Director of the Barbora Home in Kutná Hora. ■

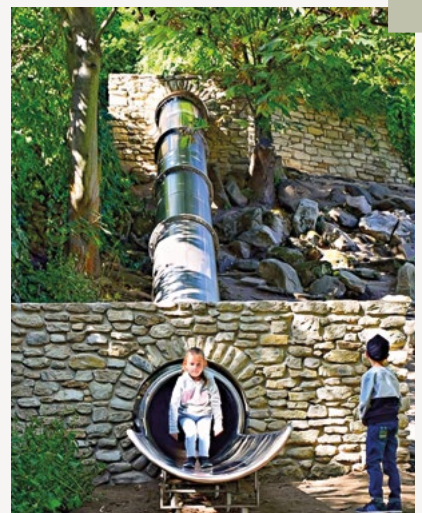
Text: **Jakub Skyva, PR and Communication**



We are at home in Kutná Hora

Foxconn is a good neighbour of our homes, institutions, and other companies. Therefore, it helps to improve the quality of life in Kutná Hora every year. After the electrification of Palackého Square, within which underground columns with sockets were placed in the paving, visitors to cultural events no longer step over kilometres of cables supplying the stands or the podium. Thanks to Foxconn's support, an educational traffic playground was also created near the Dominik House of Children and Youth. And the year 2020 was dedicated to the reconstruction of the Park pod Vlašským dvorem which is

the largest in the town. As proof of the connection between Foxconn and HPE, a unique stainless steel water slide was built here which will be a full-fledged part of the park from the following spring. "We really appreciate the help of Foxconn and HPE and their joint support of almost half a million. It is another step in the established cooperation between the business sector and the town," said the Deputy Mayor of Kutná Hora Silvia Doušová (STAN). And Stephen McKenna, the Executive Head of Foxconn in Kutná Hora, added: "We are at home in Kutná Hora, so I am pleased to be part of the events in support of our region." ■



Text: **Jakub Skyva, PR and Communication**
Foto: **Søren Christensen**

Satisfaction survey: A little bit of balancing

Although hardly anything can usually stop us, it is fair to admit that this year was very non-standard. Although we did our best, the coronavirus pandemic slowed down some of our activities connected with the satisfaction survey. However, we have not given up.



In November 2019 we introduced to you the planned activities at joint meetings.

The number one priority for us was your safety! While some of our activities may have reduced your comfort, their goal was to provide a safe environment for you and thus for your families as well.

We will continue to work hard to increase your satisfaction and focus on the four main commitments related to it:

- ▶ offer you growth opportunities (the area of Career planning),
- ▶ support a good atmosphere in our company (the area of Atmosphere),
- ▶ improve the conditions in which you work (the area of Working conditions),
- ▶ make sure that you understand the reward you receive for your work and feel motivated thanks to it (the area of Wages).

The end of every year is often associated with balancing and this article will not be an exception. Recall

with us all the activities we have been doing so far. You will see that we take the commitment we made to you in 2019 seriously.

What we have already achieved

Do you remember the meeting in November 2019 when our executives expressed a clear commitment and specific activities to focus on? Although they differed in many ways with regard to our divisions, common themes were also heard. How did it end up?

- ✓ In early 2020 Foxconn introduced a unified vision and mission that help us become the world leader in

manufacturing and supply chain management.

- ✓ Meetings with employees began to be organised on various occasions. Although their frequency and size are now limited by Covid-19 preventive measures, we continue to organise them.
- ✓ We also managed to renovate and reconstruct a number of common areas where you can feel much more comfortable now. You can enjoy new outdoor and indoor relax zones, the canteen, toilets, air conditioning units, the reception in Kutná Hora, and much more. And many places will be modernized in the future.

- ✓ We also focused on the revision of salary grades for colleagues in DL positions and on the promotion of internal equality for colleagues in IL positions.
- ✓ Training of leading employees and managers is ongoing.
- ✓ We devoted more space to advertising vacancies and other related activities in order to support you in the career growth within our company.
- ✓ We are expanding the possibilities of negative attendance.

However, that is not all - there is currently a tender for the catering supplier running, as well as the mediation of experience with the production process for colleagues in IL positions, and the reconstruction of the reception in Pardubice is also planned.

...and we still have got something else

To give you an even better idea of what we did, we created a new logo to



illustrate the results of our activities connected with the survey. Does it remind you of anything? If so, you are right. The motive is closely linked to our vision, more specifically to the “employee development” pillar.

Where can you see the new logo? It can appear practically anywhere and you will definitely find it at Foxportal. More information about the satisfaction

survey will soon be added there. As a result, you will be able to monitor how we work on all planned activities. And there will be many of them in 2021! Are you looking forward to them? ■



Průzkum spokojenosti
zaměstnanců

Text: Pavlína Šprachtová, HRBP Lead

Improving the work environment – we are moving on!

As part of the work environment improvement program, a new standardization document has been created which can boast the role of a guide in the overall process of modernizing our company. What will you find in it?

See for yourself with us

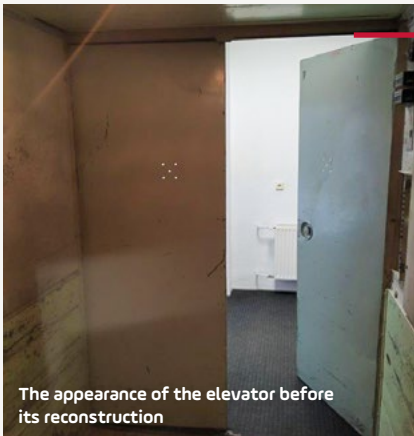
Have you got an idea how to help improve the working environment in Foxconn but you don't know who to contact? Have you got an initial visualization of a certain area in your head but you are not sure what it must contain? Not only for these, but also for many other reasons, new standards of the working environment in Foxconn have been created. Following this document approved by all BU Executive Directors will help unify the quality of equipment across the company and better inform all “Foxconn family

members” about the work environment. The standards are a cookery book that will help implementers step by step - from the initial planning to the final handover of the area.

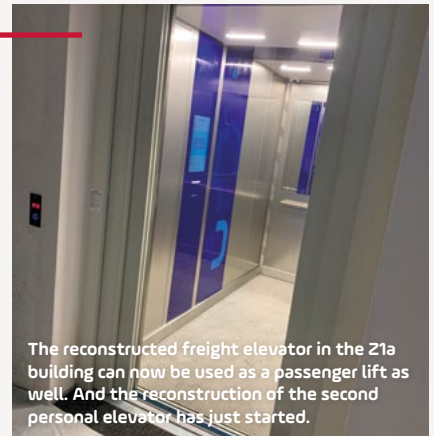
Unified and common

These standards will become an important helping tool. They were created on the basis of the diversity of the current environment - whether in terms of quality, appearance of areas, or even IT technology. At the same time, they were compiled so that we would not forget anything within the

preparations and thus make sure that all our areas contain everything important. The creation of standards has been associated with the efforts of many colleagues and departments across all divisions - that is why it applies to all three production plants. Although more colleagues were sweating during their creation, now we can already appreciate their usefulness. As examples we can mention relax zones, the new canteens in Pardubice and Kutná Hora, modernized toilets in Pardubice, a reconstructed freight elevator in the Pardubice building Z1a, ►►



The appearance of the elevator before its reconstruction



The reconstructed freight elevator in the Z1a building can now be used as a passenger lift as well. And the reconstruction of the second personal elevator has just started.

or the reception in Kutná Hora. In addition, we will not miss the modernization of the reception in Pardubice – preparations are already underway.

Where you can find it

The standardization document can be found at Foxportal in the section of Documents – FM department. Once again we would like to thank all the

colleagues involved. At the same time we are looking forward to new faces that will help build a better work environment at Foxconn. ■

Text: **Working Environment Project Team**

Brand new Kaizen Week

Although the 5th Kaizen Week event has been endangered for a long time due to the coronavirus pandemic, we have managed to overcome all the pitfalls. Kaizen Week took place and it was more than successful.



What was it like? Completely different!

In cooperation with the company of ICG we have decided to change its concept, incorporate modern technologies, and move the entire Kaizen Week to a virtual space. As a result, we managed to involve colleagues from almost all over the world despite the limited possibilities of travelling and home office. In total, over 150 people took part in this event while one third of them were partners of

our customer. And for the very first time our HR department also took part in Kaizen Week. Its project was created thanks to the cooperation of departments from Pardubice and Kutná Hora and it was focused on optimizing the process of induction training and the unification of procedures within divisions.

Winning teams

What was different from previous years? We ensured own meeting rooms for all

Kaizen Week in numbers:

9 teams

150+ members

Best project:

**EDI fallout improvements –
Kateřina Břízová**

Lean Manager's Award:

**Minotaur EZE process
optimization – Tomáš Mazánek**

teams, including refreshments. At the same time, all participants were awarded for their contribution and the two winning teams won a valuable prize. The new form of Kaizen Week has proved successful and has met with a great response. We thank all teams for their participation, congratulate the winners, and look forward to the year 2021. ■

Text: **Miloš Měkota, Lean**

Audits passed with flying colours

In September our company underwent recertification audits for ISO 14001: 2015 Environment and ISO 45001: 2018 Occupational Safety which took place only online for the first time in history due to the Covid-19 pandemic. As part of the audits we moved from the former OHSAS 18001 Occupational Safety standard to the new ISO 45001 standard. In both cases - in occupational safety and in the environment - internal audits were the basis for this certification. Our system of internal audits is robust and well set up - so we passed with flying colours. Another important point was the setting and evaluation of occupational safety and environmental goals where we also left positive impressions in the auditors. We passed the audits without any non-conformance and again we obtained the certificates for three years that are important to us. They confirm that our systems are well set up and they are a good signal to our customers that they can trust us in the areas of the environment and occupational safety. ■

Text: **Petra Šmerdová, EHS Manager**



Čestmír Kulíšek: We succeeded with honours

The last six months have been really challenging with regard to the coronavirus pandemic. How has Foxconn coped with this sudden situation? Facility and EHS Manager Čestmír Kulíšek will tell us.

What was your team's goal?

We wanted to do everything to ensure a safe environment for our employees, so that there were no significant impacts on the operation of our plants. It was necessary to react quickly to constant changes in circumstances and provide support to our employees who may find themselves in a difficult medical situation.

What other teams were helping you?

The main role was played by the EHS department under the leadership of Petra Šmerdová. But they would not manage only by themselves! Once again it has been proved that together we function as a wonderful team. The Facility Management team provided containers and hand sanitizers, the Security team measured our employees' temperature, HR colleagues took care of catering or employee transport, the SCM department ensured the purchase of masks, and the PR and Communication department informed about everything in a timely and understandable manner. However, we must not forget the heads of departments, external contractors, and all volunteers.

How did Foxconn fare in this difficult and unexpected situation?

I am convinced that we succeeded with honours. All measures were implemented quickly and efficiently, our plants were operating continuously. The Hygienic Stations in Pardubice and Kutná Hora also evaluate our measures positively. And the incidence of coronavirus among our employees is



significantly lower than the average in the Czech Republic.

In addition to the necessary measures we try to make the situation more pleasant for our colleagues...

Coronavirus has caused a number of complications for our employees. That is why we always consider carefully the implemented measures and try to make the situation more pleasant for them. Either with financial bonuses, a special bus line, or free lunch. After all, incredible 100,000 free meals were served in two months! None of what we have been trying to do would have been possible without the support of each of you, our employees. Thank you very much for your support in implementing the individual measures. As a result, the impact of coronavirus on our company was relatively small. I wish you lots of health in the New Year! ■

The interview has been prepared by Lenka Brychtová, PR and Communication

Keeping up with the Divisions



Year 2020 will be a hard one to forget for many reasons! Not only due to the impact of Covid-19 on our lives but also thanks to the spirit and togetherness of our Foxconn family.

I would like to take this opportunity to pay special thanks to our Operations teams across all business units who were able to maintain a high level of professionalism, not only execute customer orders but also continue delivering them at excellent level of quality and service.

During last three months our order intake, our output, and our revenues

from personal computing division have improved. We have successfully completed our challenging cost optimization process and I am more confident that we are better placed to finish the year with more stable demand and better utilization of our capacity accordingly. We aim at remaining efficient and growing again in 2021 and beyond. As a side benefit of our corporate Home Office policy we have seen a sharp rise in demand from Monitor products and in September we have successfully shipped an all-time record high volume which is very much appreciated by our customer.

In last three months the previously reported year-on-year growth trend has continued at the Accessories division. It was a major success to deliver a record high output in October and thanks to further orders, we are on our way to further record volumes. The team at GSSD division have delivered on process efficiency targets. We very much appreciate the overtime hours from those employees who were asked to deliver high volumes despite the pandemic. Your willingness to support your colleagues who were unable to come to work is further evidence of our family spirit.

Medical Device sector remains an area of strategic growth sector for our company and in partnership with our existing customer we continue to achieve a number of new milestones. For example, on 30th October we celebrated our three-year anniversary since initial ribbon cutting on Medical operation. During that period we have shipped in excess of 100,000 medical products with the highest level of precision and quality. Our team have successfully introduced next generation of product to the market, whilst adding new services in the area of accessories and repair. Well Done! It remains our target to provide reliable execution with high quality and excellent

customer service. Only in this way we can help our existing customer grow and attract new customers, products and services at the same time.

Besides, I am delighted that following very intense negotiations Foxconn Czech have been awarded a new Print manufacturing business for 2021 and beyond. I would like to recognize the effort of the project team who worked tirelessly on the project. Thus, we are

opening an exciting new chapter which is aligned to our strategy. We want to expand the core business and leverage more and more PC and Print manufacturing business together. While there is still a lot of work to do, I believe that we will manage the project successfully. We are now assembling some of the best company talent and I am confident that together we will apply the same rigor regarding quality as we can see on the Personal

Computing, Monitor, and Accessories business.

I would like to take this opportunity to wish all our customers, employees, their families and friends, as well as business partners a very Merry Christmas, good luck and health in the New Year.

I sincerely look forward with optimism to our further cooperation in 2021! #staysafe ■



2020 was a year like no other... As we look back, we can all be very proud of what we have collectively achieved in these very difficult circumstances. Daily we faced new challenges – from initial problems and changing our policies, to securing the personal protective equipment at a time when there were huge shortages, to introducing home office. But it showed us what a fantastic team we have. Many people from various departments pulled together to keep our employees safe and our company operating. Sure we

could find some mistakes but we definitely made more good decisions than bad ones.

We owe very special thanks to so many people - to the disaster management teams for their daily discussions on problems and proposed solutions, to the Security team for ensuring temperature screening, the cleaning staff for introducing special cleaning regimes, the catering staff that quickly changed how we prepare and serve food. And of course special thanks belong to all our employees in the production who come to work every day to keep our operations running. Year 2020 was difficult but I believe we have come out of it as a stronger and better company. For this reason we can enter 2021 with a great deal of optimism.

In G Group our business is operating to plan. DCN will close the year up over 30% compared with 2019. And in order to be prepared for increased volumes, in the first half of 2021 Jacques Maries and his team will move our Pure Storage business to the Z1 building. Our Mechanical operations are now beginning to see significant improvement. New projects and increased order volumes will mean

a challenge for Marián Stulák and his team in 2021. After a number of years of investment in new technologies and cultivating new customers we are now beginning to see the results as production ramps up and revenue increases in L5. At Cisco we are working on a number of new engineering projects. The Optimus project was successfully introduced on one line in October and will be rolled out to the other lines throughout 2021. We will also be deploying new automation for both product labelling and inspecting. We also have a strong pipeline of projects for systems and I am looking forward to seeing these in production next year.

The great thing is that our customers are happy. We have had positive feedback on how we handled the situation and the challenges associated with the pandemic. Our efforts have been recognized and appreciated by our customers.

As the Christmas and New Year holidays are approaching, I am hoping to spend the time off skiing in Pec Pod Sněžkou with my family. And I wish you, your families and the loved ones a peaceful festive season and a Happy New Year. ■



As we approach the end of the year, it is a good time to look back and think about the most important moments. This year has brought some changes and challenges to our lives that we never could have imagined. Every single one of us has been affected in some way, whether it's by being directly impacted by ourselves or a family member contracting Covid-19, the significant changes in our lifestyle, or the psychological effects of living under these conditions. Usually, however, from adversity and challenging situations also some positive things emerge. This is definitely the case in Foxconn where we have seen an incredible spirit and positive attitude from all of our teams to stick together, work hard, support each other, and support the local community as well.

Our three businesses in Kutná Hora remain very healthy and are performing well for our customers despite all of the challenges. Therefore, I would like to pass on my thanks to everyone from the management and office teams, the teams in production operations and support. My thanks belong also to the central departments and our partners onsite providing catering, cleaning, facility management, and security services. I have great respect for all of you and I am proud to be a part of this amazing team!

I wish you a great and safe Christmas and New Year's Eve. I hope that things will improve and return back to normality in 2021. ■

Organizational changes in D Group

Following a long-term analysis, the companies of Foxconn EMS and Jusda Europe have agreed that the most effective process optimization solution would be to directly link the finished product storage (LSC) activity directly to production, which means a complete transfer of this activity to Foxconn EMS. Marek Sokol has become the new LSC Warehouse Manager.

In addition, the warehouses and production were reorganized. SAM Warehouse and Production Manager Jiří Kondělka and Hall B Production Manager Oldřich Ševčík will now strive in their new positions to deliver products to customers even faster and with better quality. The Product, Test, and CS Engineering teams also underwent an important change. Merging these teams created one group led by Tomáš Doule to whom three functional units will report – Lenka Lockerová (Product Engineering Supervisor), Jan Tobolka (Test Engineering Supervisor), and Jan Truhlář (System Engineering Manager). “We are committed to our customers to continue delivering the best possible solutions and services. The changes mentioned before are proof of that.



We believe that if we continue our efforts, we will be able to gain new business opportunities and customers,” said Tomáš Bachorík, Operations Director of D Group and he added: “Productivity on systems and monitor production is excellent again. And we

also achieved record numbers in the number of monitors sent to our customer in September, the number of which exceeded last year's record month by 12%.” ■

Text: **Tomáš Bachorík, Operations Director**

Working on the systems integration

In today's highly competitive environment, companies have to make quick decisions. Only in this way they can respond immediately to the ever-changing preferences of customers and to the activities of their competitors. Companies compete in the speed and zeal they achieve by adopting two key principles of digital transformation.



a very complex process. Our division has to cope with strict requirements of its customers who want to receive their products faster, more smoothly, and at a lower price. Which, of course, is not easy.

How do we address these challenges?

Together with other divisions SWD has initiated a project called Systems Integration Analysis. Its goal is to assess and design an effective integration architecture for each Foxconn division, based on an assessment of the existing integration architecture and technologies. We must ensure:

- ▶ speed – significant reduction of integration time,
- ▶ security – security and administration,
- ▶ flexibility – integrated reliability, scalability, and visibility,
- ▶ adaptability – adaptation for subsequent changes and integration.

What must they do?

Above all, they must constantly improve the way they offer their services, and at the same time they must improve their technology to meet their customers' needs. Furthermore, it must be the first on the market to offer all new solutions. Proactivity and speed are everything in today's digital world. The ability to quickly evaluate new information from applications and connect it to data and devices, as well as integrate it into the operation of the whole company, is a key to success.

The key factor is speed

The correct integration strategy must help the organization:

- ▶ unlock data scattered across many systems and devices,
- ▶ enable users to manage them themselves,

Foxconn systems are heterogeneous and too dependent on point-to-point connections.

- ▶ support innovation,
- ▶ reduce the cost of subsequent integrations significantly.

Foxconn systems are heterogeneous and too dependent on point-to-point connections. This is mainly due to the fact that we often develop or acquire third-party applications, integrate new devices and they are interconnected via the Internet. This is accompanied by the requirement for data security that must be done correctly, which makes the integration

What is the current status?

SWD and individual division teams are now working to gather the carried out integration activities which they will then assess and categorize. Subsequently, an integration standard and technology will be defined for each category, which will become a guide for us for future projects. Existing activities may be proposed for redesign in case of unsatisfactory settings. And last but not least, we will assess new technologies on the market, including our current system. ■

Text: Douglas Zhände, SAP Solutions Architect

Get to know me



Jakub Hejduk,
Disassembly
Technik UHX405

at Foxconn since October 2018



Alarm – My day starts at 5:15 am when I wake up regularly and have breakfast. Then I go, or more precisely run, to work because I am usually in a hurry. Fortunately, Foxconn is just around the corner.



Responsibility – I check the functionality of the material before it is in stock and handed over for the production of our products. If I didn't do my job well, there could be unwanted pieces of material in the warehouse.



Impulse – A good work team that sometimes mingles with my personal life. I met some good friends at Foxconn. I am also pleased with a well done job - not only my own but also the department as a whole.



Alarm – I get up according to the shifts. When I have a morning shift, it is at 4:00 am so that I can get ready and prepare my daughter's snack for school. Then together with my husband, who also works at Foxconn, we go to work together by car or bus.



Responsibility – I check the incoming material, solve any discrepancies with the supplier and



Challenge – The most demanding period for me at work is a quarter end. We must manage lots of things to make our customer satisfied. This is always a big challenge.



Pleasure – I am glad that after completing secondary school I found a job in a field that I enjoy and is almost at home. I am glad to be able to participate in Foxconn's cooperation with schools for which I am an expert in the field of production. And in my personal life, it makes me happy that I and my family are still healthy at this special time.



Foxconn – The first thing on my mind is nice employee events.



Around the world – I would like to get to know China - not only the country, but also its traditional food. Hoping that the "original" food will be better than our Czech copy.



Vent – The best relax for me is with friends, on holiday, or just sitting outside.



Passion – I have enjoyed various electronics, innovations, and technologies since secondary school. I am also fond of beautiful women. ■

Do you want to know how your colleagues live? Their desires, hopes, or day-to-day habits? Read about three interesting people who you can meet in the corridors or production halls of Foxconn.

colleagues, and monitor the material that goes to the line. I enjoy this job and it moves me forward professionally.



Impulse – At work it makes me happy when everyone works together and, if necessary, they are able and willing to help each other.



Challenge – When I came to Foxconn as an operator. But ►►

► because more people joined at the same time, my colleagues and I were supportive of each other. The current position was also a challenge. But my colleague gave me great training, so the transition was very smooth.



Pleasure – These days it makes me happy that we are all healthy and fine in the family. I also appreciate when people around me are smiling and have “smiling” eyes. Because there is not much to see under the mask now.



Foxconn – It brings stability - even during the pandemic we can still work and we are paid. That’s great.



**Nataliia
Parkhomenko,**
Material Coordinator
CNSBG/CISCO

at Foxconn since October 2019

Around the world – I would like to travel around Europe - to Paris, to

Dresden, or to Vienna. I would like to visit Disneyland as well because my daughter and I love fairy tales from Disney. While watching them, I was learning Czech words.



Vent – I like to listen to music - especially classical music. I just need to be alone in the room with music for a while and all my worries are gone.



Passion – Mushroom picking. It is a unique Czech activity which I really enjoy. When they are growing, we go picking them almost every weekend. We do not have many forests in Ukraine and mushrooms are almost not picked there. ■



Pavlína Velínová,
Lawyer
at Foxconn since April 2020



company and employees act in accordance with the regulation on personal data protection. Many colleagues also cooperate with me in negotiating contracts, drawing up opinions, and other activities in the field of law.



Impulse – I want to see that things are happening - that we are moving forward and step by step towards the set goal. I am pleased with each task completed to the satisfaction of both parties.



Challenge – From the point of view of many people, the GDPR area is boundless and a bit “distracting.” Finding mutual understanding and explaining why the solution we have chosen is needed is usually difficult for both parties.



Pleasure – I am currently excited about my daughter’s success at school. I am feeling empathy for her during the first school year - all the more so because she must complete it in such complicated conditions.



Foxconn – A community of people who I am happy to work with, even if the conditions are not favourable.



Around the world – Japan. There are many aspects that I find fascinating on this country, from the mentality of its people to the different culture and architecture. I am attracted by their small towns and countryside.



Vent – A good story can release my mind and it doesn’t matter whether it is a film or a book. For me, relaxation with a good story (and ideally with a good ending) is definitely the best.



Passion – From my early age, I have been accompanied by a passion for food, for tasting new tastes, and for enjoying pleasant moments when eating a good meal. We never have silence when eating or preparing meals in our household. ■



Alarm – Waking-up time hasn’t made me happy lately. That is why I regularly change the melody which should get me out of bed after six in the morning. My morning activities then focus on getting my daughter, who is a first-former, ready for school.



Responsibility – I take care of the GDPR area which ensures that our

Text: Vojtěch Babka, Project Coordinator, Lenka Brychtová and Jakub Skyva, PR and Communication

News from the world of myFOX

These days our HRIS team, together with HR, is still working hard on the development of myFOX. It has implemented new modules and revised processes that had already been started.

This year you were able to go through a different evaluation process for the first time and try out the PMGM module with a new face-lift. What does it aim at? Encouraging more frequent meetings between leaders and their team members and providing ongoing feedback. This feedback should be in both directions and we should work with it. No matter whether it is positive or negative. We should not take positive feedback for granted and keep it to ourselves. It is good to notice even small things, to be able to appreciate them, and to sincerely thank for them. We should express our appreciation to others and highlight their strengths. Properly provided feedback can be a driving force and a motivation for further development. But what to do

with negative feedback which may not be entirely pleasant? It is important to be able to present it correctly, to share it in strict confidence, and to ask about the causes and circumstances. Negative feedback should be provided as soon as possible and communicated with compassion. It is important to be as specific as possible and focus on finding a solution. Last but not least, it is necessary to give space to the reaction of the other person who often explains the situation to us and clarifies the circumstances that affected the situation. And most importantly, we should focus on the person's endeavour and pains taken, not just on the work output itself. ■

Text: **Training and Development Team**

Preparing the Succession & Development module

The implementation of the Succession & Development module is closely linked to one of the four key areas of the employee survey. It follows up on career planning and its component parts – succession planning and career discussions.

The prepared module will be a new system tool. It will help us in leading career discussions with IL employees, managing their development and planning, and preparing successors for key positions so that in the event of a transfer or departure, the running of the team or department is not endangered. The launch of this module is planned for the turn of Q1 and Q2 in 2021. Simultaneously, we are working on the process optimization and the system settings. And also in

cooperation with a group of managers from whom we are getting feedback. In autumn an analysis of critical positions took place, the output of which will be the basis for starting the succession planning and the subsequent identification, development, and preparation of suitable talents as successors for key positions. ■

Text: **Pavína Novotná, Training and Development Team**

Have you seen the new recruitment videos?



Like other areas, our recruitment marketing has increasingly moved into the online environment in recent years. Because, according to statistics, videos on social networks receive about 20% more interactions than images, we have decided to use this form in our online campaigns. At the moment we have a recruitment video ready introducing those interested in vacancies how recruitment takes place in Foxconn and what awaits them in the company if they decide to apply for one of our offered positions. The second video that we started to prepare in October is a recruitment spot for the position of a quality engineer in Kutná Hora. By the end of this year we will have prepared another video that should show the work in warehouses in Kutná Hora. More videos dedicated to other departments are planned for next year. In addition to social networks, you will soon be able to watch recruitment videos on our new career website that we are working on. ■

Text: **Markéta Nováková, HR, Recruitment Team**

Trainee Program has started for the seventh time!

In autumn 2020, the seventh year of our Trainee Program was launched in which we welcomed 15 new colleagues from the pool of graduates. These new colleagues took up Trainee positions in various teams in G and F Groups where they will participate in a program focused on adaptation, training, and personal development until September 2021. Although this time it will be more about online meetings, we look forward to working with our Trainees. Last year brought great results. Of its 16 participants, 14 stayed in Foxconn after the program had ended. Trainees have moved to various teams in Kutná Hora and Pardubice and became their full members who can stand up to their agenda and support the others. Some have even achieved career growth during the program, even to leadership positions. We wish all our Trainees to be satisfied at Foxconn and find a job here that they will enjoy and that will make them satisfied.

Text: **Hana Opočenská, Training and Development Team**



Regular IT system shutdown

IT services provided by Software Delivery and ICT departments will be completely una-vailable to all Foxconn companies as follows:

Week 7

🕒 **from Sunday 21 February 2021 – 8:00 am to Monday 22. February 2021 – 4:00 am**



Enjoy your free Sunday! No production or computers will be running! ■

Text: **SWD Field Engineering Team**

What do you think of the negative attendance?

As of 1st October, 1,014 employees have taken part in negative attendance, which is a reason to celebrate! We have got “on board” 90% of those who can join according to the current settings. We ask these colleagues and their superiors how satisfied they are. And we are very pleased that they share very positive feedback! Almost 95% of them are satisfied and 9 out of 10 colleagues would recommend negative attendance to others. How is it perceived by one of the first involved colleagues, a software developer Ondřej Vilím? And how about the thousandth colleague, an assistant Veronika Procházková? It has been almost two years since we decided to give our employees more flexibility. And it has been almost a year since we started involving our colleagues in negative attendance. “At first I thought it could work only for a few departments. But now I can see that it is something that can help more colleagues,” said Ondřej. “I perceive it as a benefit for employees that provides them with greater flexibility and at the same time it focuses on results,” added Veronika. And what do they both agree on? That it is a change for the better. It will make paperwork easier as well as entering and approving overtime. And most importantly, it shows the trust between the employee and their superior.

Text: **Pavína Šprachtová, HRBP Lead**



Adventure accommodation in the Czech Republic

Do you miss non-traditional experiences that you gain when travelling to distant and exotic regions? Forget what is happening outside for a moment. Relax your body and mind, enjoy the snow, and warmth by the fireplace. And try interesting accommodation in the Czech Republic where you will experience new moments without leaving the walls of the hotel.

This summer was perfect for trips around the Czech Republic. Temperatures did not reach tropical values for most days and there was also less rain. But what to do in the winter months when the mercury on the thermometer drops to freezing and you would rather curl up in a soft blanket with something warm in your hand? Change the environment where you can indulge in relaxation. We have been at home for too long in recent

months. In the Czech Republic it is not a problem to sleep in a barrel, in an ice cave, in a monastery, or in a chateau. And that's just the beginning!

Aromas of wine and lavender

It is no coincidence that South Moravia is one of the most visited tourist destinations in the Czech Republic. Wine, beautiful women, charming men, and singing... Who wouldn't be attracted to it? And while local

guesthouses and hotels are bursting at their seams in the summer months, you will enjoy interesting accommodation options much easier in winter.

Where to go? It depends on what is closest to your heart. If you like wine and want to spend some time just in two, be sure to try accommodation in wooden barrels in Vinařství pod Hradem. You will see an unmistakable view of the snow-covered vineyards of the Pálava Hills and enjoy the peace and the aroma of wine mixed with lavender.

Like a film star

Is a barrel still too conventional for you? Then you might be interested in staying in interactive rooms with a story. Where can you find them? In the centre of Brno – the Moravian metropolis which has become a star of social networks in the last few years.



You can sleep almost everywhere

Do you feel that there is nothing more you can be surprised with? Do not be fooled... Entrepreneurs in tourism are inventive and they are not afraid to implement their crazy ideas. In the Czech Republic you can also stay in sea containers, in a straw mat under the stars, in a secret atomic shelter, in a water tower, in a fairy-tale sponge, and in the bed wagons of discarded trains. Where will you try it next time?

Whether thanks to funny photographs from under the horse's belly of the equestrian statue of Jošt Lucemburský or the astronomical clock at Náměstí Svobody. This specific formation made of black polished granite made the whole country laughing a few years ago and it is considered to be the most controversial art installation in Brno. And a path-breaking hotel called Anybody is just nearby where each individual room is inspired by a specific film from the 60s. Thus, you can transform into characters inspired by the iconic films Blowup, Last Tango in Paris, The Man from Acapulco, Breakfast at Tiffany's, or James Bond: Goldfinger. The whole game has been prepared for couples, so the hotel directly encourages for a weekend break without children.

Living in the treetops

If you or your children love heights and have always wanted to have your own small house on a tree, then you

will surely be thrilled by the accommodation located in the treetops. These smaller wooden houses can be found in Dolní Morava (Treehouse Sněžník), near Liberec (Treehouse pod Ještědem), near Chotýšany near Benešov (Tree House in the Green Valley Resort), or in the picturesque Posázaví (Stromhouse). And an unforgettable night in the treetops is also offered in the Dvůr Králové Safari where breakfast is prepared in the morning on the terrace overlooking giraffes and zebras.

Even higher

Are you attracted even by bigger highs than just in the treetops? If you want to spend a night like in a tent at the top of Gerlachovský štít in the High Tatras, but you do not want to leave the Czech Republic, stay at the Atrium Hotel in Vyškov. In its rooms you will find air that is as thin as 2,500 metres above sea level. Thanks to this you can sleep in an alpine environment without leaving the South Moravian lowlands. And if Moravia is far away for you, head for north to the famous mountain hotel with the Ještěd television tower and enjoy falling asleep with a view of the night sky and the glowing Liberec.

In bed with canopy

The Christmas season is nostalgic. On television fairy tales are broadcast with which we all grew up and we know them almost by heart. Would you like to try for at least a few days what it's like to live in a castle? You are lucky - the Czech Republic is made for it. You can spend the night as a prince or princess with your whole family in more than a hundred Czech chateaux and castles and many of them are in the Central Bohemian Region and in Eastern Bohemia, which is very close. Enjoy the unique atmosphere of the castles Potštejn, Litomyšl, Jemniště, Loučeň, and many others. Those of you who are more adventurous can also try to spend the night in Peklo (Hell). This unique building in the village of Čertovina near Hlinsko is a paradise for small and large sinners. It reaches a depth of 12 metres underground where there are hundreds of metres of corridors and caves and then it heads 8 metres to the heavens. And most importantly - it resembles a giant overturned ship. Stay in interesting themed rooms - in a cottage under hell or directly in Lucifer's lair. ■

Text: Gaja Koláčková, COT media



How to enjoy Christmas in peace (and better)!

This year's Christmas holidays will definitely be different than before. Firstly, due to personal changes, government measures, and the overall mood in our society. So why don't you dedicate the coming period to what is really important to you and what you like about Christmas?

Recently, consumerism and commerce have been gaining more and more prominence, overshadowing the original meaning of Christmas: mutual closeness, love, and well-being at home. Moving closer to traditions and moving away from material things could be a welcome change right now - a kind of return to the roots. You will certainly be significantly relieved if you make the preparation and the course of the Christmas holidays as easy and simple as possible. Tune into a more

intimate atmosphere and meet your loved ones, or as the current situation and measures allow.

Slow down

How to maintain not only physical but also mental health this Christmas? Try to accept the current state as it is. Its adoption is a good starting point. It is natural to be irritated (letting off your emotional steam does not hurt anybody at times), but listen to your body to recognize when it could be at

the expense of your energy supplies. You better dedicate your time to what you care about. Can't you imagine Christmas without fairy tales, Christmas sweets, and tree decorations? Schedule a few daily portions of relaxation in front of the TV. Invite the whole family to bake. Involve children and your husband and think of it as a game - for example, look for the most beautifully decorated gingerbread. Set aside enough time to beautify the tree, add a musical background and, above all,

enjoy the fun and relaxation. You will see that the overall slowdown and calming will benefit you.

Consider your possibilities

Christmas is often associated with a number of tasks aimed at maximally relaxing days off. However, there is no need to get exhausted first and then get recovered laboriously during the holidays. Estimate your options – not only mental, but also time and money. Schedule what you want to do by Christmas and what you want to do during Christmas. A plan will help you. Create a “to-do list” or a “balance sheet” for the following days and weeks. Abandon established traditions if they do not suit you or if they cannot be realized. You can get some gifts online or replace a meeting in a restaurant with a winter walk with a thermos bottle full of something to warm you up.

Donate with your heart

Shopping around for gifts. We will probably agree on that these magic words themselves evoke more worries than joy. Imagine a typical pre-Christmas situation. After a hard day at work, you go around the shops with a list of relatives or a list of specific things. You are looking, hesitating, not catching up... In the end, you prefer to choose something rather than nothing so that you have it solved. But the real magic lies in a good idea, an experience, or time for the other person. Mostly people appreciate anything with a personal dimension, something self-created, dedicated from your heart. In other words: quality wins over quantity.

Be creative

Try to find or make some “tailor-made” gifts for your loved ones. Not sure what to choose? Send them a “Santa’s Questionnaire” to find out their preferences while avoiding a list of specific things. For example, you can ask: What is your favourite scent? You can then make an original shampoo or



New Year with hope

Only a few of us can avoid at least a hint of a resolution of what our next year should look like, where we could move. More than ever, in this more difficult period it is nice to realize what is really important to you. Maybe the Christmas mood and solidarity will help you. Try to stop for a moment and sort out in your mind what you would like. Live peacefully and serenely. Maintain good relationships with your family. Gain ground at work. Improve in your favourite sport. Be in touch with your friends... Then cultivate these values based on your own free will and patience because no one else will do it for you. Do not forget about small joys and common favourites which can be enjoyed even in difficult living conditions. Enjoy excellent coffee, do sports, spend some time in nature, offer someone your attention... Or discover something completely new or neglected.

shower gel with the addition of the essence. Or: What is your idea of an ideal weekend? When you find out that your sweetheart would like to go out into the countryside and ride a horse, buy a voucher for a ride, for example with some nice accommodation for two. Alternatively: What new would you like to learn in 2021? Some want to make their own furniture from pallets, others want to be able to cook the best sirloin in cream sauce, or arrange flowers beautifully. There are plenty of practical and experiential courses available. Engage your imagination and you can create a unique personal gift easily.

Tip: Strengthen relationships with a game!

A perfect way to get closer and enjoy being together is to play board games. Did you know that it deepens relationships, promotes feelings of happiness and getting to know yourself (and others)? For family events we recommend those where you find out how you know each other (e.g. Dixit, Telepathy) or where you work in teams (e.g. Pseudonyms, Activity). ■

Text: Renata Kučerová, COT media

Why should we invest in ourselves

Wanting your own well-being is not selfish. No one should neglect his/her desires and needs. Even the most self-sacrificing persons deserve a moment of time that they can devote only to themselves. Surrounding yourself with pleasant things and investing in yourself, your development, and self-care is worthwhile. It's something no one will take from you. And if you are happy, your loved ones will be satisfied too.



Learn to say NO

It sounds like the biggest cliché in the world but learning to say NO is one of the basics of taking care of ourselves. This way you avoid feelings of failure and guilt that it's too much for you and you can't do anything at all. Saying NO is a skill like any other and it can be trained and practiced. Don't worry, practice your answers in spirit. And most importantly, keep in mind that you are the most important person in your life.

The best of us

From an early age, we have been taught that we should help others - parents, the elderly, small children, friends ... We would do everything for them because we love them. In reality, however, the ability to think first and foremost on ourselves is the best way how to help others. You cannot give them what you haven't got yourself.

Taking care of yourself is important. But what does this mean in practice?

Despite the deeply rooted ideas this does not necessarily mean a daily hour of meditation with scented candles or expensive weekend wellness stays. Power lies in small things... Do you regularly eat tasty and healthy food? When something hurts you, do you lie down for a while and let your body relax and gain strength? Are you dealing with this pain in any way? And what about the evening after work, do you have a

rest? It is hard but sometimes closing your eyes over that pile of laundry for ironing can be useful. But how to do it...

Calm mind

Make your favourite tea, leave your mobile in another room, and sit down for a few minutes. Don't think about the 10 tasks that you must unconditionally and necessarily complete still today. Turn your mind off, clear your thoughts, and just breathe regularly. If you can't clear your head, try something else - think about three things you are grateful for. Or go into nature - a short walk or a run alone or with a quiet but faithful animal friend clears your mind. At the same time, in cold and damp weather it will help you improve your physical condition and immunity, and thanks to the released endorphins it will also give you energy for other activities.

Taking care of yourself as a habit

Don't consider this time wasted because you are not fulfilling the given tasks and you do not seem to be approaching your set target. This time will pay off to you many times - you will be calmer and less stressed. The tasks will not be so mentally exhausting for you and you will be more efficient. Also, don't forget about regularity - taking care of yourself will become a basic hygienic habit over some time. The same way like visits to the dentist and the general practitioner. Hardly anybody likes them but it is one of the most important principles of health.

Try to think about it even in times of increased stress, which is often the end of the old and the beginning of the new year. ■

Text: Gaja Kolářková, COT media

CHRISTMAS COMPETITION



Do you like Christmas and beautifully wrapped gifts that make you happy? Then join our Christmas competition and you will have the chance to win a large gift basket full of healthy and tasty products from a regional supplier.

How to compete?

1. Read our magazine and get all the necessary information.
2. Answer the competition questions and note your answers.
3. Send an e-mail with the following details to redakce@cz.foxconn.com by **20th January 2021**:
 - a. State "**Christmas competition**" in the **subject of the e-mail**,
 - a. Enter your answers you deem correct in **the body of the e-mail**, in the following format: 1a, 2b, 3c, 4d etc. Also add your name, surname and contact details (e-mail and telephone) where we can contact you if you win.

Rules

Only Foxconn employees can participate in the competition.

From the answers received, we will draw **three winners** who can look forward to a **gift basket full of healthy and tasty products from a regional supplier**.

We will inform the winner about the exact way of handing over the prize.

Competition questions

- 1) A few years ago, Foxconn launched the X-DAY charity competition which fulfils wishes and dreams of individuals and organizations. In what year was it?
 - a) 2012
 - b) 2014
 - c) 2016
 - d) 2018
- 2) How many members does the expert jury of the final round of the current year X-DAY have?
 - a) 5
 - b) 8
 - c) 3
 - d) 6
- 3) This jury will have in its hands the future of twenty projects from Pardubice and Kutná Hora. How much money will be divided among them?
 - a) CZK 400,000
 - b) CZK 100,000
 - c) CZK 300,000
 - d) CZK 200,000
- 4) From 2021 a new Company Volunteering Policy will be launched and our employees will be able to dedicate one paid day a year to charitable activities. When will it be kicked off?
 - a) on 1st September
 - b) on 1st April
 - c) on 1st January
 - d) on 1st June
- 5) During each quarter our company will support at least two charitable events. One of them should take place in May. Which one?
 - a) Let's Clean the Czech Republic
 - b) Abilitympics
 - c) Movember
 - d) Children and Horses
- 6) Foxconn supported financially launching a new website that seeks to connect the demand for assistance in the region with volunteers. Which is its address?
 - a) www.foxconn-pomaha.cz
 - b) www.dobrovolny-den.cz
 - c) www.kraj-pomoc.cz
 - d) www.dobrokraj.cz
- 7) In 2020 Foxconn had a record number of employees who celebrated 5, 10, 15 or even 20 years with the company. How many colleagues celebrated their work anniversary?
 - a) 200
 - b) 382
 - c) 700
 - d) 402
- 8) In 2020 Foxconn was declared the Best Employer in the Pardubice Region in the competition called Sodexo Employer of the Year. How many times in a row have we achieved this success?
 - a) for the first time
 - b) for the sixth time
 - c) for the twentieth time
 - d) for the eighth time



2021 YEAR OF THE NEW FUTURE

We wish you good health
on our common path through the New Year.